

**United States Court of Appeals**  
**FOR THE EIGHTH CIRCUIT**

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No. 00-3520

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James Black; Stephen Glasper;  
Robert Ritchie,

Appellants,

v.

Target Stores, a division of Dayton  
Hudson Corporation; Merrill Nelson;  
Michael B. Anderson; Stephanie  
Bertram; John Derheimer; Amy  
Adler; Cheryl Riplinger; Steve  
Kenady; Amy Richmond; Nora  
O'Neill; Vicki Kessler,

Appellees.

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Appeal from the United States  
District Court for the District  
of Minnesota.

[UNPUBLISHED]

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Submitted: October 19, 2001

Filed: October 24, 2001

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Before BYE, FAGG, and RILEY, Circuit Judges.

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PER CURIAM.

James Black, Stephen Glasper, and Robert Ritchie (the plaintiffs) brought this action against Target Stores and several Target managers (collectively Target) alleging race discrimination and retaliation claims under Title VII, 42 U.S.C. § 1983,

and the Minnesota Human Rights Act. The district court\* granted summary judgment to Target, concluding that even if the plaintiffs established a prima facie case of discrimination, Target showed a nondiscriminatory basis for the disciplinary action taken against each plaintiff, and each plaintiff failed to present any evidence creating a genuine issue of material fact on the issues of pretext or intentional race discrimination. Likewise, the district court granted summary judgment on the plaintiffs' hostile work environment claims because they did not show that Target's actions were based on the plaintiffs' race rather than their misconduct or deficient performance, or that Target's conduct created an abusive working environment. On appeal, the plaintiffs contend they raised a genuine issue of material fact on the pretext issue and the district court improperly rejected their hostile work environment claims. Having carefully reviewed the record, the parties' briefs, and the controlling law, we conclude the district court properly granted summary judgment to Target. Because we have nothing to add to the district court's thorough, 29-page memorandum opinion and order, we affirm without additional discussion. See 8<sup>th</sup> Cir. R. 47B.

A true copy.

Attest:

CLERK, U.S. COURT OF APPEALS, EIGHTH CIRCUIT.

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\*The Honorable Ann D. Montgomery, United States District Judge for the District of Minnesota.